
APHO RISM

WHENEVER THE "MESSAGE" OF YOUR WORDS AND THE
"MESSAGE" OF YOUR ACTIONS CONFLICT, THE "MESSAGE"
OF YOUR ACTIONS WILL ALWAYS WIN OUT.

BYEONGCHEA SEO

APHORISM

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PREFACE

I read many books on leaderships and other, and I found invaluable wordings from those authors, so I picked them and paraphrased my own thoughts. I hope you find them worthwhile for yourselves.

Byeongchea Seo
President of Melvin University

"When the student is ready, the teacher will appear."

That is an interesting comment, isn't it?

Teacher first? Or Students first? What we are saying are the three elements for making school: teacher, student and facilities. We know the facilities, which means buildings, and so on, that's infrastructure for learning.

By the way, why do students first title it? It's not easy to recruit students so if their already students are in place, it's easy to get teachers. On the other hand, if teachers are hearing there are students, they feel like going and seeing them, teaching them, and talking with them. That's natural.

For instance, I am sending my PDF Lecture every week because some students are there, and they are waiting for learning something, new ideas, new insights, new strategies, so they are willing to see my writings.

Just as we might question in the other ways of the church, people first or pastor first. For instance, if there are people, they definitely invite the pastor. OR if there is pastor, people gather to him.

Another instance, Egg first? Hen first? ■

**"Whenever the 'message' of your words and the 'message' of your actions conflict, the 'message' of your actions will always win out."
-Melvin Steinbron**

This really makes sense to all of us. People see us and check our words and actions. Once they are confused about ourselves, especially in our words and actions, they see our actions, attitudes, behaviors more than our words. People give many words, many promises but no action on it, others don't believe, and they believe them according to their actions.

As Melvin once said, DWYS.YWD, which means Do What You Said You Will Do, is exactly what he meant.

It happens always and every day every second, we talk, and we hear as well. Telling something to others, we have to be careful, especially in significant moments. Not only then but also in ordinary talks and small talks, we have to be careful that they pour out from our mouth. ■

Fresh insights come from two books, One from reading, the other from writing. -Kevin Hall

That's a very wonderful discovery. Reading books, and writing books. I totally agreed with it because it is me for now.

Actually, I have read many books before and PDF books recently. Through my ministry, actually from the very beginning, I have searched for books and bought them because I needed new ideas, new insights to enhance my ministry. Yes. I had many benefits from those resources. That's really true. Where I am and what I am is from those resources, books.

But recently, approximately five years ago, I have been writing a lot. This writing is one of them. I counted how many books I wrote and I am writing, and I found 28 books altogether. Wau! It's a lot of books.

So I am comparing those two concepts again freshly: benefits from book readings and benefits from writings. Both are helpful I can't say which one is better than others, but there are differences between the two. Writing books made me grow a lot more than just reading books. Reading the books made to grow for doing ministry itself, but writing books are different, it made me to be deepened the viewpoint of life, made me matured than only growing. Writing books made me to check many things not only for present ministry but also to look at my present life, and made me get a different world viewpoint, life philosophy.

As I wrote that writing books are good for many things, to people it's not easy to write a book itself. I am finding around that still many people want to write, but still they are hesitating to do it. ■

**Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure.”
-Marianne Williamson**

It talks about our potential to do many things. I am not sure how much human being has ability. Look at people around those who accomplished marvelous things. If we look at them, the ability of human beings is unlimited, they can do everything in some way.

I often wonder how they can make a university in the world. I am still in the midst of making University, not completed yet. But there are thousands of universities in the world, even though there are approximately 100 universities in Kenya. How did I make it? I admire them and praise them.

I know how difficult it is, but not only in making universities but in other areas; business world, battlefield, Olympic medalists, such as endless listing what I have done. What was it?

Endurance? Persistence? Always vision driven life, also a lot of sufferings, tears, sometimes regretting, lost friends, lost colleagues who were not understood, probably wounded, betrayed, and many other things to prevent them forwarding, but in the end they have completed.

My case is the same. I never thought about making University, of course, I thought about making LPM/PACE School, but never, never making University. It was beyond my imagination, but I am in the midst of it now. Thank God for making us unlimited in some way. ■

The word, 'LEADER' is Indo-European, and that it is derived from two words. The first part "lea" means path, and the second part "der" means finder. So "A leader is a pathfinder."

It talks about the importance of leaders who are leading for the future. Now I am the leader of Melvin University because of the President of the University. What's my job? I have my job description already. Among them, these are included:

The President of the University leads, develops and implements a comprehensive strategy that builds and expands upon the existing successes of the University.

The primary duties and responsibilities of the President include:

To develop the University's vision and mission for the future and communicate them to internal and external partners. To lead the development and ensure the implementation of the University's strategic aims, objectives and related policies in support of the University's mission. To maintain a culture of excellence across all sectors of the University and ensure that they remain focused on the University's mission. To maintain and develop an effective working relationship with Governing Authority

To provide direction and guidance to all sectors of the University and, in particular, to lead and manage the performance of the University's Executive to ensure the effective and efficient management of the University and all its resources. To maintain and reinforce the positive role played by the student community and alumni in achieving the University's goals and mission

To act as the primary ambassador of the University to a wide range of partners and the public generally to increase its profile nationally and internationally. To lead the advancement of the University through fundraising activities and the development of relationships with local and international partners including the business, commercial, cultural and voluntary sectors. To develop and maintain positive relations with government bodies, other universities and private entities. ■

"I guess it is true that people always arrive at the right moment at the place where someone awaits them."

-Paulo Coelho

The point of this sentence means if someone is waiting, people will arrive there even though they are a little late. I have a personal illustration about this. Before my marriage we, my wife and I, have been friends for many years. One day we promised to meet at such a time, I remember 1 pm was our promise. Mostly, I arrived a little earlier than promised, so I remember I got there a little before 1 pm.

By the way, she was very late. I even waited for five hours, she showed up around 6 pm, and I was a little angry, but I think I enjoyed the wait. Why? I believe she will come anyway, because she knows I am waiting for.

And in the light of the sentence directly, perhaps those who are waiting earnestly, opportunity comes. Am I wrong? Maybe. But In the Bible also we're saying, seek and will be found; ask it will be given. That's the truth.

As they are saying, heaven helps those who help themselves. It means Heaven helps those who strive for themselves. ■

I Dare You, young man, you who come from a home of poverty—I dare you to have the qualities of a Lincoln.

I Dare You, young man, you who come from a home of poverty—I dare you to have the qualities of a Lincoln.

It talks about poor young guys. I never thought of Lincoln. I know only that Lincoln was the president of the States, and he tried to release negro free from the slaves of white people. I know he was poor and self-educated.

Let's look at a bit more;

Abraham Lincoln (February 12, 1809 – April 15, 1865) was an American lawyer, politician, and statesman who served as the 16th President of the United States from 1861 until his assassination in 1865. Lincoln led the Union through the American Civil War to defend the nation as a constitutional union and succeeded in abolishing slavery, bolstering the federal government, and modernizing the U.S. economy.

As President, he built the Republican Party into a strong national organization. Further, he rallied most of the northern Democrats to the Union cause. On January 1, 1863, he issued the Emancipation Proclamation that declared forever free those slaves within the Confederacy.

Lincoln's legacy is based on his momentous achievements: he successfully waged a political struggle and civil war that preserved the Union, ended slavery, and created the possibility of civil and social freedom for African-Americans. ■

Four-Fold Development Stand Tall; Smile Tall; Think Tall; Live Tall. -William Danforth

I am paraphrasing of those like this:

Standing tall means getting confidence in ourselves.

Smile Tall means getting a smile always and an even bigger mouth.

Think Tall means think bigger and think for the future, not just for here and today.

Live Tall means to live for something meaningful and worthwhile.

Those four concepts are good for daily slogan, mottos for the present. In summary, Stand where, Smile how, think more, and Live for goodness for others.

That's true for us. We need confidence in ourselves, and once we are confident people see it and believe us, credit us. Why not always smile?

Of course life itself is tough, as my previous professors at McMaster said, life is tough then you die. His remarks, of course, were true. That's life. Even so, we need to smile time to time. Sometimes some people look pale, such as a lot of suffering in their lives. Looking good is better than looking ugly. And we'd better think bigger views or think narrowly. In the end, we have to think of meaningful and worthwhile life, ministry all the time, so we might be successful. ■

**"What I've dared I've willed;
And what I've willed, I'll do!"
-Melville**

If we are willing, we will do it. Dr. Melvin once said about willingness. If we are going to do it, we definitely need willingness. Willingness moves us forward, jumping into, taking risks even though we don't know what is in front of us.

We may know or don't know what's peril in front of us, we jump into it even though it's unclear ahead of us.

So willingness is important. Once I began this ministry again. Did I know what was in front of me? What's painful in front of me? I never thought of it.

Just I wanted to do it, willing to do it, to do it for churches. Then I made it. No objections.

If there is willing, we can do many things, almost everything, but remember we can't do everything's as we know, we can do only one or two in our life, so need to pick up only those one or two the most in our limited life, then we have to concentrate in it everything our resources. Then we can be successful. ■

Develop a Magnetic Personality

What does that mean? Of course, It talks about our personality. We know some have good personalities, but sometimes we find some are not good people. That's God's grace if we are good people.

Can we select whether we are good or not good? I think a good personality is beyond a good person. We can be a good person anytime and anywhere, but having a good personality is different. Is it possible to make it artificially?

I might say personality is related to our DNA. If we were born with that DNA, we might have a good personality.

Good personality attracts people who call it magnetic, people want to talk with them, because people want to share what they have inside.

By the way, if they didn't get DNA from birth, would they have never had a good personality? No. If not, that's unfair play. I believe we can be changed, and it is possible through training,

our self-discipline. I believe so. As I mentioned elsewhere, Steven Covey stressed on the development of character. He mentioned character, here I mean personality, but both are possible to be improved and developed. Without development of character and personality, we are less effective at interpersonal relationships, so need to develop. ■

"Sharing the fruits of your success with others."

This is really wonderful. Sharing the fruits. Is that possible in reality? Mostly get suspicious about this concept.

For instance, let's take a look at church circumstances. Once a church is growing, senior pastors are happy about it, and sharing the success, and its fruits with his congregations. How?

In the business world, the CEO is sharing benefits with people inside when they have enough money.

LPM Korea, we were successful while we were doing ministry and everyone who belonged there was pleased. What were the fruits of it?

Melvin University is growing and people who belonging is happy about it.

So the fruits of success are not only the monetary rewards, but some are emotional satisfaction, feeling of accomplishment, feeling of worthwhile and valuable as well. ■

**"A talent wasted is a sin."
– Gene Siskel**

Recently I was communicating with the principal of PACE International Seminary in Nagaland, India. As for communication, I was telling him that God has given to you a special and distinctive leadership and encouraged to keep on going to the end.

As we know, everyone in the world is talented in some area, and that is distinctive just like DNA. We have to use it and maximize our capacity, and be competent. That's our responsibility because God gave us it.

By the way, if it could be used to the maximum we have to sharpen, and without refinement we can't use it. Sharpening and refining is also our responsibility. Most of the talents and gifts are dying without usage because of no sharpening at all. Look at those experts in the world, they were disciplined a lot to be used and their talents were given, then they became the top of the world in that area. ■

"I am awake" -Buddha

Buddha told this, and it was meaningful to me. Awakening is important, and there are many aspects of awakening.

Let's say awakening to our spiritual life, awakening to pursue the truth, to leadership core value, and to hungry to academic soup, and so on. Of course, Buddha tried to find where the truth is and what is the essence of human beings.

For me awakening is to find good truths and share it to the people through Facebook personal and University, and NaverBlogs, and recently I reopened DaumCafé, so those uploading it makes me awake, and I am really satisfied with these daily assignments. ■

No matter how much you cut a banana, the ax is not dull.

It implies that we have to use resources in and around as much as we can.

Some people might be thinking that If we use all of our resources for others, what's going to be left to us because we gave them all. Yes, that's acceptable worries, and if I were them I thought so.

By the way, on the other hand, if we give them to us, why? As long as we give them what we have, we feel hungry to be filled, so looking for things to help us to be filled, and in the process of giving and filling we are growing. Rather it gives us an opportunity to be grown up, and that's a widely held truth, so giving and filling is the win-win strategy.

And our leadership is getting sharpened while we are doing this strategy continually for five years, ten years, moreover. ■

You should never treat another person in a manner that would make them feel small.

This is a wonderful axiom for now. We talk with people on a daily basis and unconsciously we treat them, some are good to me, some are low class people, some are uneducated, and some are blue workers.

Probably depends on those people, probably our attitude and gestures toward them is different. Depending on how they treat them, some are happy, some are turned off, and some feel neglected and abandoned. We don't have that way consciously but they were feeling that way, so we need to be careful when we meet people.

Neglecting? Ignorance? Disgraceful? Looking down, so on. We need to always remember what we have done affects them directly. ■

**"The best time to nurse an idea is at the time of its birth."
–Napoleon Hills**

As you might know, Mr. Napoleon Hills is a very famous person in the States, not only as a book author but also working with the steel king Mr. Carnegie. Mr. Hills wrote the book, the Law of Success, around 800 pages, studying the successful people in the world from the businessman to national presidents of the world sponsored by Mr. Carnegie.

As he mentioned in this headline, once we get some idea we need to develop, nurture, and digest our mind and spirit. As people were saying, the first impression is very important once we meet people, the first idea is important.

Of course Mr. Hills met Carnegie and got some ideas, and they made it together. As I first met Lay Pastors Ministry and Dr. Melvin, it was time to get an idea and develop this idea in my mind and spirit, so in the end we made something for people, for churches and also for God.

So the first idea from our mind is not neglectable, and we need to nurture them. This is a requirement for our quick decision and decisive determination. ■

Ideaphoria means

"An experience where one feels a constant onslaught of new ideas, creating a euphoric state of idea creation."

This is a little difficult for me to understand, to grasp. Let's take a closer look. I found that we need to get new ideas enormously if we open mine, and we have to be creative always.

In some way, it talks to me today. First, I am collecting new ideas daily, and another is to write five books at the same time. New ideas and Creativity.

How can we match these two for ourselves? It does not come to us automatically, and we need to try to get them ours.

For me, I read many PDF books recently, around two years, through reading those books I have accumulated a lot of new insights and ideas. And from scrutiny of

Those books I decided to write books myself because I have learned how did they write books, and now I counted books I wrote and writes now are around 25 books. I think that's enough for being on new ideas and also creative. ■

DIY= do-it-yourself

/ˌdiːˌaɪˈwaɪ/ abbreviation for do-it-yourself: the activity of decorating or repairing your home, or making things for your home yourself, rather than paying someone else to do it for you: a DIY enthusiast. a DIY project.

Do it yourself! Once we are going to do it, we have the question, "who is going to do it?" in our mind. That's the hesitation of human beings, and it is natural for those thinking. Of course, the answer is that we have to do it ourselves. Fully understood.

But there is another option that we might give others to do it, even though we can do it ourselves. That's also the skills and arts of leadership. There must be some people who want to do that, even though some don't like to do it.

In the case of others doing it, what are we going to do? Jealousy? Feeling uncomfortable?

As the leader of lay pastors ministry in the past, and now the leader of Melvin University, what do I have to do now? I am finding that it is much better for others to do it than doing it myself, and my function is to encourage them and when they ask my counsel I better help them.

So we need to know when we have to do, and when we have to give it to others to do. This is also an imperative of good leadership. ■

"A vessel cannot overflow until it is first filled."

This is a really wonderful idiom for us. We, human beings, are tempted easily to overflow with something which is not ready to go out, forcibly to draw out, to push out, to get out, to move forward. Those things are wishing to be overflowed. But it doesn't work.

Soon after launching LPM Korea, I was thinking of doing more than what we had: energy, manpower, branding, advertising, and so on, are not ready. But I expected it. Definitely it was my shortage of experiences.

It is also related to motivating other people. Once people are motivated they are moving forward and taking a risk to do some good work even though they know there must be danger and suffering in front of them. So as a leader, of course, we have to motivate them and wait for their motivation to overflow. That's the proper rule, but sometimes the leader is pushing them too much, which the followers couldn't handle, couldn't eat by themselves, so there must be something wrong and in the worst they turn off from their leader.

In a real example, we take horses to the streams to give them drinking water, then we can take them to the waterside, but whether to drink water or not is totally the decision of horses themselves, we can't urge them to drink, not possible to control and to manipulate them to follow our orders. ■

"I commit to stop doing what I am 'good' at, and start doing what I am 'great' at.

That's our struggles always. There are many good things in the world and also around me, but I have to pick the 'great' up for now. I am talented at some good things, but I need to choose more great things for me.

What's great things, I can do it now. I am good at English, which means writing five books in the subways: Memorandum, Aspiration, Leadership, Personal development, Aphorism. These trying are done on a daily basis and this is what I am great at the present. No question about it. ■

**"You must be the change you wish to see in the world."
-Mahatma Gandhi-**

In short, to wish to see this world, we need to change ourselves to see it.

What's that mean? If we want to see the world for what it is, we have to change the way we see it. Easiest example, if we have blue glasses, we see everything is blue. If we had red glasses, everything would be red.

As I personally understand if we want to see others positively I have worn the positive glasses then they look positive. If we have negative glasses, everything will be looking negatively. This is what I understood from the saying of Mahatma Gandhi. ■

Some men are like mountains: The closer you get to them, the bigger they are.

This is a really interesting axiom. There are definitely some people like that, but as we know, most of us do not. How can we become like that? and how do those people become like that?

Let's figure out what it is. Who are those in my life?

Professor in Oxford and Yale University

There were several professors who taught, and helped me. But I didn't find they were bigger than I expected.

Supervisors in CPE Kenya

I had two CPE Supervisors in Canada, they were good to me and contributed to my personal growth, but I couldn't find bigger people than I thought. Of course they were experts in their areas.

Dr. Melvin of LPMI USA

He affected my life for around 30 years, and is still in my life even though he is in heaven now. He is a really big person in the world and for me, also people in the LPM world.

How about me, Byeong. Am I becoming a bigger person? How am I becoming a bigger person, and I am thinking of it. Probably the answer is simple: to live as honestly as I can and also as much as commit to the given ministry in my life as I stay on this earth. ■

Clean needles save people.

That's a wonderful axiom, as you can see. Yes, we need needles for surgery of patients. But the needle is not clean, it makes more diseases than cure the patients.

In my paraphrasing, clean needles are many around us, and sometimes it is with us. For instance, our wording when we speak out might be helping and caring for others, but if not we are killing them, scratching their pride, giving pain to their experiences, discouraging themselves, and many others.

What and how do we live? Through our soft telling, we are helping others, and we may use caring words. ■

**Correction does much, but encouragement does more.
—GOETHE**

There must be two ways to help people. One is to correct them, another is to encourage them. Which one is better?

Depending on the situation, we need to correct them, or encourage them.

By the way, in the light of the Lay Pastors Ministry, there must be more encouragement than correct. Yes, some people need correction, and we know they need correction in some areas, but it's not an easy issue to correct them. If they are asking us first, we may give them some corrections, before that it's uncomfortable to give.

So encouragement is much better, and that's why Goethe was telling us. But encouraging others is also not easy today. Even to encourage others we have to be cautious because people today are having a difficult time surviving, and they have a very private lifestyle, so encouraging is good, but we need to be careful to be used. ■

**Don't copy the behavior and customs of this world, but let God transform you into a new person by changing the way you think. Then you will learn to know God's will for you, which is good and pleasing and perfect.
-ROMANS 12:2**

To be a person in Christ, we need to change the way we think. Of course, it's possible to be helped by God. Then we realize what God wants us to be.

How can we change the way we think, we live, and we act? Let me think of myself when I changed my lifestyle.

For a long time ago, my style has changed to adapt to the given ministry. I had to do work for the ministry, so I had to adjust the work.

Recently, I have changed my lifestyle, 'adapting what is given the situation.' I am getting old and many things around me are different from yesterday.

So anticipating the near future is imperative, because tomorrow comes unseemly. ■

**"Every wall has a door."
-Ralph Waldo Emerson**

There is an interesting story. One of my colleagues, those who researched with me at the same time in Wycliffe Hall of the Oxford University. We were there together a long time ago coincidentally. He is now a professor at one university in Korea. By the way he was saying the slogan, "If we push a wall, it becomes a door," which he has created and used all the time over many years and still he is saying that.

But I saw the wording of Ralph Emerson, "Every wall has a door." Isn't it interesting?

I am not sure who used this "If we push a wall, it becomes a door" originally. Definitely Ralph Emerson said his wording first, and later, I assume, people used its concept, but they use it through their own paraphrasing. Probably yes.

What I am saying here is that every famous axiom or proverb was said in the very beginning, so whatever we use it again or paraphrased by our own we better appreciate the original person who developed the philosophy, or the unchangeable truth. ■

**If all you're about is winning, it's not really worth it. I'm
after things that last.
-Keli McGregor**

That's a wonderful insight. Do we need to win? And it is the goal all the time? Do we try to win all the time? If so, we have to compete with others constantly. Is it worthwhile in our lives? What do we have to follow? Mr. Keli says above, we better chase something that lasts. Something to keep for long hours, keep longevity.

What keeps us going longer? Keep longevity? What makes us long to live? Definitely it's not a visible asset but an invisible thing, I mean something to give to others invisibly but worthwhile.

Loving others, understanding others, sympathetic others, emphatic others, probably those things will keep us long-lived, that's lasting for longevity. Let's try to keep us for longevity, not shortly for instant and immediate satisfaction. ■

**If you can' t feed a hundred people, then feed just one.
-MOTHER TERESA**

Mother Teresa gives us good insight. I remember one story that Marie Parma told in the conference many years ago in Korea.

She said, "One at a time," by Jack Canfield and Mark Hansen in chicken soup for the soul. They write: a friend of ours was walking down a deserted Mexican beach at sunset. As he walked along, he began to see another man in the distance. As he grew nearer, he noticed that the local native kept leaning down, picking something up and throwing it out into the water. Time and again, he kept hurling things out into the ocean.

As our friend approached even closer, he noticed that the man was picking up starfish that had been washed up on the beach and, one at a time, he was throwing them back into the water.

Our friend was puzzled. He approached the man and said, "good evening, friend. I was wondering what you are doing."

"I'm throwing these starfish back into the ocean. You see, it's low tide right now and all of these starfish have been washed up onto the shore. If I don't throw them back into the sea, they'll die up here from lack of oxygen."

"I understand," my friend replied, "but there must be thousands of starfish on this beach. You can't possibly get to all of them. There are simply too many. And don't you realize this is probably happening on

hundreds of beaches all up and down this coast. Can't you see that you can't possibly make a difference?"

The local native smiled, bent down and picked up yet another starfish, and as he threw it back into the sea, he replied, "made a difference to that one!"

How can you make a difference? In order to care for others, we must first be sure that we are taking care of ourselves. ■

**In the long run, men hit only what they aim at.
—HENRY DAVID THOREAU**

Do I have a goal in my personal life? That's the critical and somewhat uncomfortable question.

I don't have a long aim for now, and my immediate aim is to get healthy and do some work for Melvin.

For instance, sending weekly PDF lectures to the students, and making a picture book of LPMI USA to Melvin University. Lecture sending takes a year until the next Spring, and picture books will also complete by next Spring as well. And another aim is to visit Melvin University next year, June, to attend Graduation of Diploma students. That's my personal aim, and they make me wake up and not idle. ■

**Nobody made a greater mistake than he who did nothing
because he could only do a little.**

—EDMUND BURKE

What we are not doing, even doing a little, that's the big mistake. Why is it a mistake? We, human beings, can do many things. For instance, I am doing many things, and I am sure it is. Let's talk a bit more.

I have done the Institute for 20 years. I have made two schools. I have written and written 29 books.

I think those three projects and ministries are not easy. 20 years of Institute need long term commitment personally and also organizationally.

To make two schools, one is Seminary in Nagaland and another is University in Kenya, are not an easy job, and people said even to make one school is difficult.

Writing 29 books is also not easy, but I have been used to writing for the last many years, so still no problem to continue.

As you see, I have done my best. That's important to maximize our ability, talents, and potential. ■

Not everything that is faced can be changed. But nothing can be changed until it is faced.

–JAMES BALDWIN

It means we have to face change, not turn it off or discard it. Of course, changing is challenging, but you shouldn't be afraid of it. We can't change everything and every time, but without coping with it, we can never change.

What to do when we feel something is changing? There are many books on Change: Deep Change, Change Leader, Leading Change, and so on.

Mostly saying once we need to change, just go forward and talk to people around. There are some steps what John Kotter said:

1. Allowing too much complacency; without enough sense of urgency
2. Failing to create a sufficiently powerful guiding team; less effective
3. Understanding the power of vision; need sensible vision
4. Under communicating the vision by a factor of 10 (or 100 or even 1,000); mostly willing to help
5. Permitting obstacles to block the new vision; sometimes the organizational structure.
6. Failing to create short-term wins; creating and hoping is different....active/passive
7. Declaring victory too soon; take three to ten years
8. Neglecting to anchor changes firmly in the corporate culture; to see how helped improvement. ■

**Personal relationships are the fertile soil from which all advancement, all success, all achievement in real life grows.
—BEN STEIN**

Personal and individual relationships are necessary, successful in the end. Yes, this is true basically, but there are other cases. Sometimes our relationships are distorted with any problems.

For instance, I don't have any problems among our colleagues, but two colleagues do not come along so each of them talk to me and want me to be their side. In this case, I have chosen one of them. If I choose A, B will not be happy about me. Those unsolvable cases happen to us. We don't know what to do. But this is not happening every time. Those examples are exceptional.

Generally, we have to come along with individuals, and personal relationships should always be built. First, we shouldn't fight or quarrel with anyone, and it is a fatal mistake in our life. Keep us well and cautious always not to make those mistakes and be careful not to do wrong doings, wrong decisions. ■

**"The eye is the window of the soul."
–Leonardo Da Vinci**

Once we look at people, mostly we focus on their eyes. Not every time, but we will routinely.

Why do we look at their eyes? I think because their eyes talk about something. That's true because what they have in mind will be shown through their eyes directly.

Sometimes we look at our companion animal, especially, the dog talks to us something through eyes, especially when they said, it shows us directly then we feel sad as well.

So look at the painter Da Vinci, he says eyes are the window of the soul. So simply put eyes showing our soul, heart, and mind too. I can say eyes equal our soul. So we need to keep our soul soundly as much as we can. Because it is all of our life. Bad souls show badly through our eyes. Keep the soul nicely always. ■

**Man's mind, once stretched by a new idea,
never regains its original dimensions.
—Oliver Wendell Holmes**

What's that mean never regaining its original dimensions? I think, it means, we can do something with a new idea, then it's difficult to go back to where I was before.

If my understanding is correct, hopefully, I will write in the light of my understanding.

We need new ideas always, especially just like me, an intellectual worker.

New ideas are needed for our personal development. We, as a human being, need to grow in some way, and without growing it is to stand still. As we know, the confined water will be rotting but flowing water will always be clean. ■

The least movement is of importance to all nature. The entire ocean is affected by a pebble.
—BLAISE PASCAL

That's true, and there is a saying, "gather the dust and become a mountain." Every big accomplishment started from small. And as we know moments and moments make momentum, and it produces huge energy that's why we need to keep the moments nicely. Many drops make a shower. Little drops of water make the mighty ocean.

Why do we need to keep momentum for the ministry, especially? When we keep on going, it gains momentum. I believe momentum is saving moment and moment, so a lot of moments finally make momentum.

Momentum makes energy. Dictionary on this saying, "an impelling force or strength." So if we want to succeed in our ministry, and hope to get it done, this is useful and definitely needed. Momentum makes us alive. Dr. Melvin expressed this, "Keep in motion," e.g., which is parallel to momentum. He stressed this to keep momentum. He mentioned that if we lost energy once, it is very hard to return to waken up, and back to normal, So I am saying to keep momentum is indispensable to success. ■

**The secret is to work less as individuals and more as a team.
As a coach, I play not my eleven best, but my best eleven.
-KNUTE ROCKNE**

That's a good observation on the team concept. That's good to say, to work less as individuals, and more as a team.

This is a general concept but useful to do in the field. As a leader, what is our function? In the past, the leader had to do many, almost everything by his hands. But today is different from yesterday, which means everyone can do anything without leader, so the function and role of leader today is to work less but try to make team as a good concept, for instance my case was trying to get family concept as pursuing to get one mind and to care for each other, and then team members are doing each of their role. ■

"If you focus on contribution and not on achievement, you will achieve more than your wildest dreams."

-Stephen R. Covey

You never get a second chance to make a good first impression.

WILL ROGERS

"Clarity empowers. Go confidently in the direction of your dreams."

-Henry David Thoreau

You've got to do your own growing, no matter how tall your grandfather was.

OLD IRISH PROVERB

There is no worse mistake in public leadership than to hold out false hopes soon to be swept away.

-Winston S. Churchill

To keep a lamp burning we have to keep putting oil in it.

-MOTHER TERESA

The most important story we will ever write in life is our own—not with ink, but with our choices.

- Richard Paul Evans

Every revolution was first a thought in one man's mind.

—RALPH WALDO EMERSON

We are all in motion. Always. Those who are not climbing toward something are descending toward nothing.

- Richard Paul Evans